

12 February 1981

MEMORANDUM FOR THE RECORD

SUBJECT: Meeting on Overseas Pay Schedule

1. On 5 February 1981, [] convened a special meeting to review qualifications for and implementation of the new Overseas Pay Schedule (OPS). []

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2. [] advised the group that the first issue was to define Agency employees eligible for the Overseas Pay Schedule. He advised that several overseas stations had cabled headquarters requesting guidance on the types of contract employees eligible for this new benefit. To date, confusion over eligibility seems to center on contract employees to include questions on the categories such as full or part-time, type C, I, E, contracts prepared in headquarters or field, etc.

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3. There was a general discussion of categories of personnel, both staff and contract, and of various employment circumstances at overseas stations which might impact on eligibility for this benefit. After debating various legal considerations and definitions, attendees reached agreement on and recommended that we use the following definition of Agency employees eligible for the Overseas Pay Schedule:

Full-time permanent staff and contract employees who are U.S. citizens and whose appointments are greater than one year and who work a regularly scheduled full-time tour of duty.

It was determined that the above definition would provide clear guidance for determining cases this group could identify.

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4. [] also asked attendees to identify potential problems with plans for implementing the Overseas Pay Schedule. This resulted in a broad discussion, ultimately focusing on the beginning/ending dates of coverage under the plan. Attendees concurred with the recommendation that the OPS become effective on the first day of the first pay period following PCS arrival at an overseas post and end on the first pay period following the last work day prior to departure for a domestic PCS. The OPS would remain in effect during periods of home leave and during TDY away from post if the employee returns to the post or laterally to another overseas post without a change in PCS to a domestic location.

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APPROVAL:

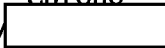
Harry E. Fitzwater
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Distribution:

Orig. - Subject file

2 - D/PPPM

1 - Chrono

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